

**Department of Personnel Administration
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: Proposition 8 Impact to State Dental and Vision Programs	REFERENCE NUMBER: 2008-041
DATE ISSUED: 11/26/08	SUPERSEDES: PML 2008-039

This memorandum should be forwarded to:

**Personnel Officers
Personnel Transactions Supervisors
Personnel Transactions Staff**

FROM: Department of Personnel Administration
Benefits Division

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With the passage of Proposition 8, the state can no longer provide spousal benefits for same-sex marriages occurring after November 4, 2008. However, same-sex partners continue to have the following rights.

- Same-sex marriages entered into prior to November 5, 2008 - Dental and vision enrollments for their spouses will be recognized and should be processed accordingly. Enrollments for same-sex marriages after November 4, 2008, however, cannot be accepted.
- Domestic Partnership – Passage of Proposition 8 does not impact these enrollments. Dental and vision enrollments may continue for these eligible employees and their eligible dependents accordingly and at any time.

Departments are also instructed to discontinue completion of the Affidavit for All Employees – Gender Verification of Married Persons and Notice of Imputed Tax (DPA 880).

PERSONNEL OFFICES

Please ensure that your employees are made aware of this change. Thank you for your cooperation. If you have any questions regarding this information, you may call Bryan Bruno, Staff Personnel Program Analyst, at (916) 445-9841.

/s/ Greg Beatty

Greg Beatty
Chief, Benefits Division